



St. Bede's College
Shimla-171002
(UGC-NAAC "A+" Grade Re-Accredited)
College with Potential for Excellence
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STANDARD OPERATING PROCEDURES (SOPS) FOR PREVENTION OF SEXUAL HARASSMENT AT ST. BEDE'S COLLEGE

1. Formation of Internal Complaint Committee (ICC): a. The Principal of the college serves as the Presiding Officer and Chairperson of the ICC. b. The Principal nominates faculty members from various departments, representatives from an NGO, and student representatives to constitute the ICC.

2. Creating Awareness about Sexual Harassment and Gender-Related Issues: a. The college regularly organises programs to create awareness among students about gender sensitization and sexual harassment. b. Mentors conduct sensitization sessions for students during value-education classes. c. External resource persons are invited to the college to conduct workshops and awareness programs on these critical issues.

3. Complaint Initiation: a. Students who experience or witness sexual harassment can file a complaint with any member of the ICC. b. The identity of the complainants is kept confidential.

4. Action Taken: a. The ICC members are responsible for conducting a fair and impartial inquiry into the complaint. b. The ICC submits a final report after inquiry.

5. Support for Complainants: a. The college provides necessary support and assistance to complainants throughout the process. b. Counseling services and guidance are made available to help complainants cope with emotional stress.

6. Compliance: a. The college is committed to full compliance with laws and regulations related to the prevention of sexual harassment.

By framing these rules, the college ensures the protection and well-being of all members of the college community.


Convener


Principal

Principal
St. Bede's College
Shimla 171002